

THE BOARD OF SUPERVISORS OF THE COUNTY OF STANISLAUS

ACTION AGENDA SUMMARY

DEPT: Sheriff's Department

BOARD AGENDA # B-5

Urgent

Routine

AGENDA DATE November 2, 2010

CEO Concurs with Recommendation YES NO

(Information Attached)

4/5 Vote Required YES NO

SUBJECT:

Approval of the Reduction-In-Force of 49 Filled Positions and the Deletion of One Vacant Position in the Sheriff's Department Budget Effective January 29, 2011

STAFF RECOMMENDATIONS:

1. Approve the reduction-in-force of 49 filled positions and the deletion of one vacant funded position in the Sheriff's Department budget as outlined in the Staffing Impacts section of this report and detailed in Attachment A to be effective January 29, 2011.
2. Amend the Salary and Position Allocation Resolution to reflect the changes as outlined in the Staffing Impacts section of this report and detailed in Attachment A to be effective January 29, 2011.
3. Approve a revision to the Sheriff's Department lobby hours currently open to the public from Monday through Friday 8:00 A.M. to 5:00 P.M. to Monday through Thursday 8:00 A.M. to 3:00 P.M. with emergency phone access available 24-hours a day to become effective January 29, 2011.

FISCAL IMPACT:

The Sheriff's Department budget of \$78,854,273 for Fiscal Year 2010-2011 is funded with a General Fund contribution (also identified as Net County Cost) of \$54,978,619 and \$23,875,654 in estimated departmental revenue and fund balance. In comparison, the Fiscal Year 2009-2010 budget was \$85,075,500, with a General Fund contribution of \$60,757,857 and the 2008-2009 budget was \$93,245,239 with a General Fund contribution of \$66,540,216. Declining property tax and sales tax revenue, including the Proposition 172 Public Safety sales tax revenue, has eroded the discretionary revenue in Stanislaus County resulting in reductions to the Department's net county cost revenue.

(Continued on Page 2)

BOARD ACTION AS FOLLOWS:

No. 2010-688

On motion of Supervisor O'Brien, Seconded by Supervisor DeMartini

and approved by the following vote,

Ayes: Supervisors: O'Brien, Chiesa, Monteith, DeMartini, and Chairman Grover

Noes: Supervisors: None

Excused or Absent: Supervisors: None

Abstaining: Supervisor: None

1) Approved as recommended

2) Denied

3) Approved as amended

4) X Other:

MOTION: AMENDED THE ITEM AND APPROVED THE REDUCTION-IN-FORCE OF 27 POSITIONS AND AUTHORIZED THE SHERIFF TO PROCEED WITH THE ISSUANCE OF NOTICES TO THE AFFECTED EMPLOYEES; AND, DIRECTED THE SHERIFF AND THE CEO TO RE-EXAMINE ALL OPTIONS AND TO RETURN TO THE BOARD ON 12/7/10 WITH RECOMMENDATIONS

Christine Ferraro

ATTEST: CHRISTINE FERRARO TALLMAN, Clerk

File No.

FISCAL IMPACT (Continued):

The \$14.4 million budget decrease and \$11.6 million decrease over the past two years in General Fund contribution (or Net County Cost) was addressed by the Department through several cuts in service levels. The Sheriff reallocated resources, redistributed and reassigned workloads, reduced the hours the offices are open to the public and reduced the level of services to the community (including closing detention facility beds). Also, two reduction-in-force actions were implemented over the past fifteen months. Four reductions-in-force were approved by the Board of Supervisors in August 2009 and 52 reductions-in-force were approved by the Board in April 2010. In addition to cost reductions, the Sheriff's Department was able to take advantage of the Board's decision during the February 2010 Mid Year report allowing General Fund departments to carryover 75% of their year-end net county cost savings. This savings translated into a \$1.16 million increase to the approved \$78.9 million 2010-2011 budget and will be used to offset overtime expenses in Operations and Detention.

In looking ahead to the 2011-2012 Fiscal Year, more reductions are inevitable. It is anticipated that the General Fund contribution to the Sheriff's Department will increase by nearly \$600,000 as the result of a redistribution of available funds according to the Board of Supervisors' priorities. However, the continued escalation of operating costs (primarily the employer portion of retirement costs and workers' compensation costs) indicate an expected shortfall of approximately \$6.6 million in the coming fiscal year. Several additional factors are not addressed in this estimated shortfall. The Vehicle License Fee increase for local law enforcement is set to expire on June 30, 2011, and if not reauthorized, programs such as Cal-MMET, Rural Crimes, Citizens Option for Public Safety (COPS) and jail booking fees may be severely impacted. Increases in unemployment insurance costs, auto liability insurance and self insured general liability insurance costs are expenditure factors that have the potential to negatively impact the Fiscal Year 2011-2012 budget.

In order to meet the estimated shortfall and to address the additional factors, the Department is recommending a reduction-in-force of 49 filled positions and the deletion of one vacant position.

DISCUSSION:

For Fiscal Year 2010-2011, the Sheriff's Department is funded with a General Fund contribution of \$54,978,619 and \$23,875,654 in estimated departmental revenue and fund balance. Although the General Fund contribution to the Department is expected to increase by nearly \$600,000 for Fiscal Year 2011-2012, continued increases to the employer portion of retirement costs and to Workers' Compensation costs will result in an expected shortfall of approximately \$6.6 million. In order to meet this budget shortfall the Sheriff's Department is taking a multifaceted approach that covers Budget Year 2011-2012 and part of projected Budget Year 2012-2013.

As part of the strategy, the Department proposes to close a 64 bed pod at the Public Safety Center. This will reduce available beds at the Public Safety Center from 662 to 598, resulting in an annual reduction of 23,360 inmate days. The closure makes the third significant reduction to inmate housing since the beginning of Fiscal Year 2009-2010. In July 2009, 64 beds in the minimum housing unit at the Public Safety Center were closed. On April 27, 2010, authorization was given to close three of the four barracks at the Honor Farm, a total of 270 beds, due to the approved reduction-in-force action. On June 26, 2010, 172 beds in barracks 1 and 2 at the Honor Farm were destroyed by fire and in July the remaining 98 beds were closed, reducing available beds at the Honor Farm from 356 to 86. Including the proposed closure, the total reduction of available beds is 398, resulting in a reduction of 145,270 inmate days. The effect on staffing is a reduction of 11 positions, which includes 3 positions in the Inmate Welfare program. Four Deputy Sheriff positions from the Operations division will be transferred to Detention to assist with transportation of inmates.

Over the past several years, it has been the strategy of the Sheriff's Department Operations division to re-deploy Community Service Officers (CSOs) into the field to help lower staffing costs for service calls. The plan was to have CSOs handle lower priority calls, which would allow Deputy Sheriffs to focus on higher priority calls and pro-active enforcement. In order to meet the budget shortfall it is recommended to reduce the number of Operations CSOs from 9 to 3. This will eliminate the ability to deploy CSOs into the field. The Department implemented an on-line reporting system and will take lower priority reports over the phone.

The current number of Deputy Sheriffs and Deputy Sheriff Detectives will be noticeably impacted as it is recommended to reduce their numbers by 14 positions. Fewer officers will be patrolling the unincorporated areas of Stanislaus County and those serving the Special Team Investigating Narcotics and Gangs (STING), the Joint Terrorism Task Force and the Central Valley Gang Impact Team will also be affected.

In order to keep as many Deputy Sheriffs in the field as possible, it is recommended that several more changes be implemented. Reducing the number of Captains from 3 to 2, reducing the number of Lieutenants from 10 to 9 and reducing the number of sworn Sergeants from 26 to 20 are also recommended with this action. The reduction of Deputy Coroners and associated technical staff will decrease the number of hours specifically dedicated to the Coroner's Facility as Deputy Sheriff's will now be required to perform these services. Vital support is lost as clerical staff throughout the Department is affected by the reduction plan. Not a part of the current reduction request are the Undersheriff and one Lieutenant position that will be deleted as part of the Mid-Year report as the result of upcoming retirements.

The Cities that rely on the Sheriff's Department to provide law enforcement services are not immune to the woes of the economy. Looking ahead to Fiscal Year 2011-12 a reduction-in-force of 2 Deputy Sheriffs is requested in the Contract Cities budget.

The lobby of the Sheriff's Operation Center is currently open to the public Monday through Friday, 8:00 a.m. through 5:00 p.m. Staff who usually serve our walk-in customers are assigned to the Public Safety Officer (PSO) desk and Records Department. The classification in this unit is primarily Community Service Officers (CSOs), with assistance from Legal Clerks and Deputy Sheriff's on modified duty. The Department is requesting to change the hours open to the public to Monday through Thursday, 8:00 a.m. through 3:00 p.m. and closed to the public on Fridays. This change in hours is a result of the reduction to Community Service Officers and the operational needs of the Records Division. While the Sheriff's Department is requesting that the doors be closed after 3:00 p.m. Monday through Thursday as well as all day Friday, Saturday and Sunday, emergency phone access is available. The building currently has an emergency phone placed outside the main lobby doors for customers to call into the Stanislaus Regional 911 Center. Calls to the Sheriff's Department switchboard will continue to be answered twenty-four (24) hours a day.

These reductions-in-force would allow the Sheriff to realize a savings in the current fiscal year, 75% of which would be added to the Fiscal Year 2011-2012 budget. When combined with the reduced costs for these positions in 2011-2012, the Department should be able to mitigate the expected shortfall.

POLICY ISSUE:

The Board of Supervisors should determine if approval of staff's recommendations meet the priority of A Safe Community and Efficient Delivery of Public Services.

STAFFING IMPACT:

Currently, there are 559 full-time allocated positions in the Sheriff's Department. This report recommends the deletion of 50 additional full-time positions. This includes 49 filled and one vacant position. The deletions will result in a reduction-in-force action effective January 29, 2011. The recommendations are reflected in the table below:

SHERIFF DEPARTMENT STAFFING REQUESTS AFFECTING ALLOCATION COUNT			
BUDGET UNIT	POSITIONS	CLASSIFICATION	REQUEST
Administration	-1	Captain	Delete filled position
	-1	Confidential Assistant III	Delete filled position
	-1	Deputy Sheriff	Delete filled position
Contract Cities	-2	Deputy Sheriff	Delete filled positions
Detention	-3	Assistant Cook I	Delete filled positions
	-1	Confidential Assistant III	Delete filled position
	-3	Community Services Officer	Delete filled positions
	-1	Sergeant-Custodial	Delete filled position
Inmate Welfare	-1	Stock/Delivery Clerk II	Delete vacant position
	-2	Deputy Sheriff-Custodial	Delete filled positions
Operations	-6	Community Services Officer	Delete filled positions
	-1	Confidential Assistant II	Delete filled position
	-1	Crime Analyst	Delete filled position
	-3	Deputy Coroner	Delete filled positions
	-2	Crime Analyst Technician	Delete filled positions
	-14	Deputy Sheriff	Delete filled positions
	-6	Sergeant	Delete filled positions
	-1	Lieutenant	Delete filled position
SHERIFF CHANGES	-50		
BEGINNING ALLOCATION	559		
CHANGES IN ALLOCATION	-50		
ENDING ALLOCATION	509		

The Department is further requesting to transfer out four Deputy Sheriff positions from Operations to Detention to cover the transportation of inmates. With the reduction-in-force of all Deputy Coroners, it is recommended that the classification of Deputy Coroner be deleted.

Recognizing the potential impact this recommendation may have on the County's workforce, representatives from the County's Chief Executive Office/Human Resources Division and the Sheriff's Department have discussed the potential impacts of this action with the affected labor organizations. The Sheriff's Department currently employs a part-time workforce of approximately 105 extra-help employees in a variety of classifications including Deputy Sheriff, Deputy Sheriff Custodial, Community Services Officer, Clerical/Community Aide and others. In accordance with the County's negotiated labor agreements, the extra-help staff will be reduced in the classifications recommended for a reduction-in-force.

Chief Executive Office staff will work with the affected employees regarding any opportunities available within the organization. Staff affected by this report will also have access to Workplace Wellness and the County's Alliance Worknet Department should staff wish to seek their assistance.

CONTACT PERSON:

Adam Christianson, Sheriff. Telephone (209) 567-4468

Attachment A
SHERIFF DEPARTMENT

November 2, 2010

Recommended Changes to Position Allocation Resolution

Allocated Budget Unit	Position	Allocated Classification	Filled/ Vacant	Filled Classification	Recommendation
Administration	8331	Captain	Filled	Captain	Delete position/RIF Effective 1/29/11
Operations	1660	Lieutenant	Filled	Lieutenant	Delete position/RIF Effective 1/29/11
Detention	2517	Sergeant-Custodial	Filled	Sergeant-Custodial	Delete position/RIF Effective 1/29/11
Operations	2370	Sergeant	Filled	Sergeant	Delete position/RIF Effective 1/29/11
Operations	2533	Sergeant	Filled	Sergeant	Delete position/RIF Effective 1/29/11
Operations	2659	Sergeant	Filled	Sergeant	Delete position/RIF Effective 1/29/11
Operations	7513	Sergeant	Filled	Sergeant	Delete position/RIF Effective 1/29/11
Operations	8317	Sergeant	Filled	Sergeant	Delete position/RIF Effective 1/29/11
Operations	9771	Sergeant	Filled	Sergeant	Delete position/RIF Effective 1/29/11
Operations	393	Community Services Officer	Filled	Community Services Officer	Delete position/RIF Effective 1/29/11
Operations	563	Community Services Officer	Filled	Community Services Officer	Delete position/RIF Effective 1/29/11
Operations	2749	Community Services Officer	Filled	Community Services Officer	Delete position/RIF Effective 1/29/11
Operations	6504	Community Services Officer	Filled	Community Services Officer	Delete position/RIF Effective 1/29/11
Operations	6506	Community Services Officer	Filled	Community Services Officer	Delete position/RIF Effective 1/29/11
Operations	6508	Community Services Officer	Filled	Community Services Officer	Delete position/RIF Effective 1/29/11
Detention	11726	Community Services Officer	Filled	Community Services Officer	Delete position/RIF Effective 1/29/11
Detention	11727	Community Services Officer	Filled	Community Services Officer	Delete position/RIF Effective 1/29/11
Detention	11729	Community Services Officer	Filled	Community Services Officer	Delete position/RIF Effective 1/29/11
Detention	3890	Assistant Cook I	Filled	Assistant Cook I	Delete position/RIF Effective 1/29/11
Detention	6501	Assistant Cook I	Filled	Assistant Cook I	Delete position/RIF Effective 1/29/11
Detention	7759	Assistant Cook I	Filled	Assistant Cook I	Delete position/RIF Effective 1/29/11
Operations	1803	Confidential Assistant II	Filled	Confidential Assistant II	Delete position/RIF Effective 1/29/11
Detention	2919	Confidential Assistant III	Filled	Confidential Assistant III	Delete position/RIF Effective 1/29/11
Administration	8773	Confidential Assistant III	Filled	Confidential Assistant III	Delete position/RIF Effective 1/29/11
Inmate Welfare	9617	Stock/Delivery Clerk II	Vacant	Stock/Delivery Clerk II	Delete position/Effective 1/29/11
Inmate Welfare	2489	Deputy Sheriff-Custodial	Filled	Deputy Sheriff-Custodial	Delete position/RIF Effective 1/29/11
Inmate Welfare	9838	Deputy Sheriff-Custodial	Filled	Deputy Sheriff-Custodial	Delete position/RIF Effective 1/29/11
Operations	747	Crime Analyst	Filled	Crime Analyst	Delete position/RIF Effective 1/29/11
Operations	182	Deputy Coroner	Filled	Deputy Coroner	Delete position/RIF Effective 1/29/11
Operations	510	Deputy Coroner	Filled	Deputy Coroner	Delete position/RIF Effective 1/29/11
Operations	10456	Deputy Coroner	Filled	Deputy Coroner	Delete position/RIF Effective 1/29/11
Operations	8327	Crime Analyst Tech	Filled	Crime Analyst Tech	Delete position/RIF Effective 1/29/11
Operations	8328	Crime Analyst Tech	Filled	Crime Analyst Tech	Delete position/RIF Effective 1/29/11
Operations	7522	Deputy Sheriff	Filled	Deputy Sheriff	Delete position/RIF Effective 1/29/11
Operations	7928	Deputy Sheriff	Filled	Deputy Sheriff	Delete position/RIF Effective 1/29/11
Operations	8010	Deputy Sheriff	Filled	Deputy Sheriff	Delete position/RIF Effective 1/29/11
Operations	8529	Deputy Sheriff	Filled	Deputy Sheriff	Delete position/RIF Effective 1/29/11

Attachment A
SHERIFF DEPARTMENT

November 2, 2010

Recommended Changes to Position Allocation Resolution

Allocated Budget Unit	Position	Allocated Classification	Filled/ Vacant	Filled Classification	Recommendation
Operations	8532	Deputy Sheriff	Filled	Deputy Sheriff	Delete position/RIF Effective 1/29/11
Operations	8533	Deputy Sheriff	Filled	Deputy Sheriff	Delete position/RIF Effective 1/29/11
Operations	8535	Deputy Sheriff	Filled	Deputy Sheriff	Delete position/RIF Effective 1/29/11
Operations	8537	Deputy Sheriff	Filled	Deputy Sheriff	Delete position/RIF Effective 1/29/11
Operations	8585	Deputy Sheriff	Filled	Deputy Sheriff	Delete position/RIF Effective 1/29/11
Operations	8586	Deputy Sheriff	Filled	Deputy Sheriff	Delete position/RIF Effective 1/29/11
Operations	8774	Deputy Sheriff	Filled	Deputy Sheriff	Delete position/RIF Effective 1/29/11
Operations	11371	Deputy Sheriff	Filled	Deputy Sheriff	Delete position/RIF Effective 1/29/11
Operations	11373	Deputy Sheriff	Filled	Deputy Sheriff	Delete position/RIF Effective 1/29/11
Operations	11375	Deputy Sheriff	Filled	Deputy Sheriff	Delete position/RIF Effective 1/29/11
Administration	8584	Deputy Sheriff	Filled	Deputy Sheriff	Delete position/RIF Effective 1/29/11
Contract Cities	11610	Deputy Sheriff	Filled	Deputy Sheriff	Delete position/RIF Effective 1/29/11
Contract Cities	11877	Deputy Sheriff	Filled	Deputy Sheriff	Delete position/RIF Effective 1/29/11

TECHNICAL ADJUSTMENTS--Effective January 29, 2011

Operations	7349	Deputy Sheriff	Filled	Deputy Sheriff	Transfer from Operations to Detention
Operations	7515	Deputy Sheriff	Filled	Deputy Sheriff	Transfer from Operations to Detention
Operations	7516	Deputy Sheriff	Filled	Deputy Sheriff	Transfer from Operations to Detention
Operations	7520	Deputy Sheriff	Filled	Deputy Sheriff	Transfer from Operations to Detention

Delete Classification--Effective January 29, 2011

Allocated Budget Unit	Job Code	Allocated Classification		Filled Classification	Recommendation
Operations	026800	Deputy Coroner		Deputy Coroner	Delete Classification

Received at
BOB meeting
11/2/10

November 2, 2010

The Honorable Jeff Grover, Chairman
Stanislaus County Board of Supervisors
1010 Tenth Street, Suite 6500
Modesto, CA 95354

Dear Chairman Grover,

The Stanislaus County Farm Bureau represents nearly 3,500 members. A majority of these members live in the unincorporated parts of Stanislaus County. Their safety and security is provided by the Stanislaus County Sheriff's Department.

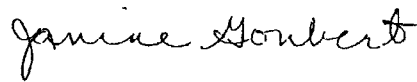
Each and every day we hear of crime in the news. Unfortunately, those stories that make the news are about personal crimes. Our industry suffers most from crimes against property. We receive calls about crop theft, metal theft, fuel theft, equipment theft, vandalism and even home invasions.

We have taken a proactive approach with Sheriff Christianson and the Rural Crimes Task Force. We hold workshops in all parts of the county, providing our members with access to the Sheriff and the Rural Crimes detectives so that their questions and concerns can be answered. The STARS program has been invaluable for the agricultural community. In the last year, they have helped well over 100+ farmers and ranchers identify thousands of their belongings through the Owner Applied Number (OAN) system. Our FarmTeam Rural Crime Alert system helps the community stay aware and keep their eyes and ears open through an electronic notification system. We have forged partnerships with Neighborhood Watch Groups and private firms that make all of Stanislaus County a better place to work and live.

We appreciate the efforts of the Board of Supervisors during these unprecedented times. We also recognize the changing economic landscape that we all have to deal with. Each and every department in county government is affected and with them our community as a whole. We ask that you be mindful that as economic situations have worsened, that the rural community is becoming a greater target of opportunity for the criminal element. We hope, as you do, that these crimes do not become violent.

We cannot all carry a badge so we depend on those trained professionals that do to protect our families and businesses. Our motto to our members is that if they don't report the crime, the Sheriff's Department can't help them. We are willing to work together with you to make sure someone is there to help them.

Sincerely,



Janine Goubert
President



STANISLAUS COUNTY FARM BUREAU

JANINE GOUBERT
PRESIDENT

WAYNE ZIPSER
EXECUTIVE MANAGER

1201 L Street
Modesto, CA 95354
Phone: (209) 522-7278
Fax: (209) 521-9938

Info@stanfarmbureau.org

SERVING
AGRICULTURE
SINCE
1914

POWERPOINT PRESENTATION

Sheriff's Department Reduction-in-Force November 2, 2010

Adam Christianson
Sheriff-Coroner



Summary with StanCERA Contribution				
	11/12	12/13	13/14	14/15
General Fund "Issued Base"	\$ 172,502,661	\$ 160,373,000	\$ 153,303,000	\$ 153,303,000
Discr Rev	\$ (144,103,000)	\$ (144,103,000)	\$ (144,103,000)	\$ (144,103,000)
One-time	\$ (8,000,000)	\$ -	\$ -	\$ -
Fund Balance	\$ -	\$ -	\$ -	\$ -
Retirement Assignment	\$ -	\$ -	\$ -	\$ (2,000,000)
POB Savings in 14/15				\$ (6,200,000)
StanCERA Contribution	\$ (6,270,000)	\$ -	\$ -	\$ -
Teeter Assignment	\$ -	\$ (9,200,000)	\$ (9,200,000)	\$ -
Total Resources	\$ (158,373,000)	\$ (153,303,000)	\$ (153,303,000)	\$ (152,303,000)
Addnl Reductions Needed	\$ (14,129,661)	\$ (7,070,000)	\$ -	\$ (1,000,000)
Reductions	\$ (14,129,661)	\$ (7,070,000)	\$ -	\$ (1,000,000)
Annual Impact	\$ (14,129,661)	\$ (21,199,661)	\$ (21,199,661)	\$ (22,199,661)

Summary without StanCERA Contribution				
	11/12	12/13	13/14	14/15
General Fund "Issued Base"	\$ 172,502,661	\$ 160,373,000	\$ 152,303,000	\$ 150,303,000
Discr Rev	\$ (144,103,000)	\$ (144,103,000)	\$ (144,103,000)	\$ (144,103,000)
One-time	\$ (8,000,000)	\$ -	\$ -	\$ -
Fund Balance	\$ -	\$ -	\$ -	\$ -
Retirement Assignment	\$ -	\$ (2,000,000)	\$ -	\$ -
POB Savings in 14/15				\$ (6,200,000)
NO StanCERA Contribution	\$ -	\$ -	\$ -	\$ -
Teeter Assignment	\$ (6,270,000)	\$ (6,200,000)	\$ (5,930,000)	\$ -
Total Resources	\$ (158,373,000)	\$ (152,303,000)	\$ (150,033,000)	\$ (150,303,000)
Addnl Reductions Needed	\$ (14,129,661)	\$ (8,070,000)	\$ (2,270,000)	\$ -
Reductions	\$ (14,129,661)	\$ (8,070,000)	\$ (2,000,000)	\$ -
Annual Impact	\$ (14,129,661)	\$ (22,199,661)	\$ (24,199,661)	\$ (24,199,661)

\$34.6 million one-time funding to offset program reductions

Background

On October 13, 2010, the Chief Executive Office distributed targeted reductions for Fiscal Year 2011-2012 at the Department Head meeting.

- FY2011-2012 Reduction: \$ 6,584,082
- FY2012-2013 Reduction: \$ 3,292,041
- Total Two Fiscal Year Reduction: \$ 9,876,123



Savings

Reductions FY11-12 & FY12-13: (\$ 9,876,123)

- RIF savings five months FY10-11
($\$2,144,167 * 75\% =$ carry forward) \$ 1,608,125
- RIF savings twelve months FY11-12 \$ 5,823,000
- Other appropriations carry forward
($\$1,100,000 * 75\% =$ carry forward) \$ 825,000
- Total savings FY10-11 & FY11-12 \$ 8,256,125
- Total Shortfall (\$ 1,619,998)



Strategy

To strategically plan to achieve a \$9,876,123 reduction over the next two fiscal years the Department is recommending a reduction-in-force, effective January 29, 2011:

- 49 Filled positions
- 1 Vacant positions
- 50 Total positions



Previous Reductions-in-Force

RIF Date	Filled	Vacant	Total Positions
September 5, 2009	4	1	5
June 26, 2010	52	16	68
January 29, 2011	49	1	50
Total	105	18	123



Now vs. Later

RIF Effective Jan. 29, 2011:

- Nov 2, 2010 RIF to BOS for Approval
- 50 positions deleted
- \$1,608,125 (75%) salary savings carry forward to FY11-12

RIF Effective July 2, 2011:

- May 3, 2011 RIF to BOS for Approval
- 59 positions deleted
- \$0 salary savings carried forward from FY10-11



Adult Detention

2010-2011

- 1,142 Total Jail Beds
 - 270 inmate beds reduced at the Honor Farm
- 416,830 Estimated Inmate Days
- 1,030 Avg. Daily Inmate Population

January 2011

- 1,078 Total Jail Beds
 - 64 inmate beds reduced at the Public Safety Center
- 393,470 Estimated Inmate Days
- 970 Avg. Daily Inmate Population



Operations - Patrol

2010-2011 Deployment:

- 12 Day Shift Deputies
- 4 Swing Shift Deputies
- 12 Night Shift Deputies
- 28 Total Deputies*

* 24 hour period

January 2011 Deployment:

- 10 Day Shift Deputies
- 2 Swing Shift Deputies
- 10 Night Shift Deputies
- 22 Total Deputies*

* 24 hour period



Operations - Investigations

2010-2011:

- 2 General Crimes
- 2 Rural Crimes
- 3 Family Crimes*
- 5 Robbery/Homicide*
- 8 STING Team*
- 1 High Tech Crimes
- 3 Drug Enforcement (SDEA)*
- 24 Total Detectives*

* includes Sergeants

January 2011:

- 2 General Crimes
- 1 Rural Crimes
- 1 Family Crimes (CAIRE)
- 5 Robbery/Homicide*
- - Street Gang Unit
- - High Tech Crimes
- 3 Drug Enforcement (SDEA)*
- 12 Total Detectives*

* includes Sergeants



Impacts

- Patrol minimum staffing will average seven (7) deputies covering the County due to Special Accrued Leave Time (SALT), Vacation, Sick, 4850, Military and Family Medical Leave.
- Reduced lobby hours at the Sheriff's Operation Center.
- Burglary reports will be taken over the phone or online.
- Property crimes will be investigated by patrol deputies.
- Reduced Sergeant supervision in the County.
- No Community Service Officers in the County.
- Elimination of the STING Team.
- No 186.22 PC Investigations.



	2009	2010	Percent Increase/Decrease	
Gang Related Homicide	8	3	62%	Decrease
Gang Related Assault (Firearm)	11	7	36%	Decrease
Gang Related Assault (Knife)	15	13	13%	Decrease
Gang Related Drive-By Shooting	21	20	4%	Decrease

STANISLAUS S/O GANG STATS
January - September 2009 vs January - September 2010

187 PC (w/Firearm)
 245 PC (w/Firearm)
 246/247 PC
TOTAL SHOOTING INCIDENTS

2009 Shooting Incidents (Jan-Sep)		
SHOOTINGS	GANG RELATED	% GANG RELATED
10	8	80%
28	11	39%
59	21	36%
97	40	41%

187 PC (w/Firearm)
 245 PC (w/Firearm)
 246/247 PC
TOTAL SHOOTING INCIDENTS

2010 Shooting Incidents (Jan-Sep)		
SHOOTINGS	GANG RELATED	% GANG RELATED
6	3	50%
24	7	29%
54	20	37%
84	30	36%

Recommendations

- \$6,584,082 – CEO's 8.8% targeted reduction for FY11-12.
- \$3,358,082 – Sheriff's requested 4.5% reduction FY11-12.
- \$3,226,000 will save:
 - 15 Deputy Sheriffs
 - 6 Sergeants
 - One Lieutenant
- Allow the Department to carry forward 100% of year end savings for FY10-11 & FY11-12. Not just 75%.
- 100% carry forward = additional \$711,000



Impacts

- Deploy a Street Gang Unit.
 - One Lieutenant
 - Two Sergeants
 - Twelve Deputies
- Increase Sergeant supervision in the County.
- Maintain Rural Crimes Program.
- Maintain Hi-Tech Crimes Program.



The Priority

- Approving the Sheriff's Department recommendations will align with the Board's priority of:

A Safe Community



Staff Recommendations

1. Approve the reduction-in-force of 49 full-time positions and the deletion of one vacant funded positions in the Sheriff's Department budget as outlined in the Staffing Impacts section and detailed in Attachment A to be effective January 29, 2011.
2. Amend the Salary and Position Allocation Resolution to reflect the changes as outlined in the Staffing Impacts section and detailed in Attachment A to be effective January 29, 2011.



Staff Recommendations (cont.)

3. Approve a revision to the Sheriff's Department lobby hours currently open to the public from Monday through Friday 8:00 A.M. to 5:00 P.M. to Monday through Thursday 8:00 A.M. to 3:00 P.M. with emergency phone access available 24-hours a day to become effective January 29, 2011.



Questions ?

